Appendix D Results of Responsibilities/KSAO Matrix Ratings

| | | | , | | | | , <u></u> 1 |
|---|----------------|---|--|--|--|--|---|
| B. Municipal Fire Protection. | B | 8.0 | 4.0 | | | _ | 0.8 |
| E. Fire Alarm and Fire Company Communications. | Ш 4 | | 0.8 | | | · — | 1 |
| G. Building Construction. | ල වේ දියි | _ | 0.2 | | | _ | |
| K. Safety Accident Prevention. | 소 | | 7 | | | - | |
| A. Management. | A | 1 | 0.8 | | i de la companya de l | - | 7 |
| M. Water supply for firefighting | ∑ | | 0.6 | e P | | - | _ |
| L. Incident Management Systems. | | | 0.8 | | | - | _ |
| H. Emergency Medical Services. | 工 工 [| | _ | | | | _ |
| F. Training. | Ц | - | _ | | | _ | _ |
| | | | #14.50 14.60 | | | | |
| | | 21.97 | 21.51 | 20.4 | 19.88 | 18.99 | 18.94 |
| | | ш | ∢ | AA | - B8 | ٦ | ۵ |
| 0= Not Relevant 1= Enables Performance of the Responsibility | ESPECIAL MINES | E. Responsible for the safety of HFD members during the performance of assigned duties. | A. Supervises the emergency response of their assigned apparatus to ensure safe and timely response to alarms. | AA. Mainains peoper starfing at all and apparatus assigned to their station. | BB. Reports staffing level to the appropriate superior officer in a timely manner. | U. Maintains a high level of preparedness through knowledge and skills to deal with all possible types of emergencies. | D. Provides first-line supervision of probabtionary fire fighters, fire fighters, and engineer/operators involved in the mitigation of emergencies. |

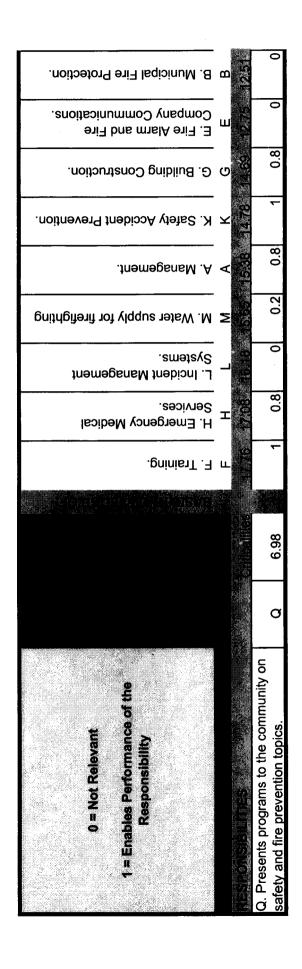
| Services. L. Incident Management Systems. M. Water supply for firefighting A. Management. K. Safety Accident Prevention. G. Building Construction. | H L M A K G E | | 18.54 | CC 17.60 1 0.8 0.25 1 1 0.8 0.5 0 | X 17.17 1 0.8 1 0.8 1 | iff. DD 16.93 0.8 0.8 0.2 0.4 0.6 0.2 0.2 0 | |
|--|---------------|---|---|---|--|---|---------------------------------------|
| | | C |) <u>m</u> | පි | × | QQ | |
| 1 = Enables Performance of the Responsibility | | C. Sizes-up the scene at emergency medical calls, as a first responder, in order to begin providing needed emergency medical intervention to mitigate the problems encountered within the HFD | B. Sizes-up the scene of fire situations in order to employ proper tactics needed to mitigate the problems encountered. | CC. Maintains the station Captain's log while on duty and log any pertinent information about the current day's activities. | X. Communicates all pertinent information about matters that occurred, while on duty, to one's relief member at the next shift change. | DD. Maintains the personnel records of members assigned to their station and shift. | HH. Educates self and subordinates to |

| F. Training. H. Emergency Medical Services. L. Incident Management Systems. M. Water supply for firefighting | H L M . | | G 16.06 1 0.2 0.8 | GG 15.43 1 1 0.6 0.2 | H 15.25 1 1 1 0.6 | |
|--|---------|---------------------------------------|--|--|---|--|
| 1 = Enables Performance of the Responsibility | | Completes required reports and forms. | G. Provides leadership in the proper placement of hose lines to ensure an effective fire attack, which will confine and extinguish hostile fires in order to prevent, stop, or lessen the loss of life and property. | GG. Provides counseling and maintains discipline for all subordinate members by enforcing and complying with HFD guidelines, rules and regulation, and all applicable City policies. | H. Provides leadership in performing search and rescue operations, which assist victims who may have become unconscious, trapped, lost, or otherwise unable to escape a hostile environment unassisted. | O. Safeguards all department property from |

| | **** | | | | | |
|---|---|--|--|---|---|--|
| т В. Municipal Fire Protection. | | _ | 4.0 | 0.2 | 0 | 0 |
| m Company Communications. | - | - | 0.6 | 0.8 | 0.2 | 0 |
| o G. Building Construction. | | _ | - | ~ | 0 | 0 |
| 지 K. Safety Accident Prevention. | | - | 7- | ~ | 7- | 0.5 |
| A. Management. | <u>-</u> | 1 | 0.8 | - | 8.0 | _ |
| ≥ M. Water supply for firefighting | | - | . 1 | 0.8 | 0.4 | 0 |
| L. Incident Management Systems. | | 1 | | - | 0 | 0 |
| H. Emergency Medical Services. | - | 1 | 9.0 | - | 0.4 | 0.5 |
| .gninisлТ .Э пг | <u></u> | - | - | + | 8.0 | 0.75 |
| | | | | | | |
| | 14.58 | 14.54 | 14.22 | 13.95 | 13.80 | 13.59 |
| | _ | Z | Z | 7 | F | > |
| 0 = Not Relevant 1 = Enables Performance of the Responsibility | I. Coordinates activities with other responding crews so that teamwork is accomplished and the emergency is brought under control with minimal effort and resources and in the safest way possible. | Assists in training new employees. | N. Conducts overhaul operations to ensure complete extinguishment of fire, make a final search for victims, and save any property that can be saved. | Secures hazardous areas to provide safety for citizens and emergency personnel. | T. Directs and supervises general maintenance work in the upkeep of apparatus, facilities, equipment; and grounds around station; supervise minor repairs; washing and drying hose; washing, cleaning, waxing, maintaining and testing apparatus and equipment. | W. Maintains inventories of all station, apparatus, and equipment. |

| | 200 0000000000000000000000000000000000 | | | |
|--|--|---|---|---|
| B. Municipal Fire Protection. | m (S) | 0.8 | 7 | |
| E. Fire Alarm and Fire Company Communications. | ш | - | 0.8 | |
| G. Building Construction. | O | 9.0 | | |
| K. Safety Accident Prevention. | → | 1 | 1 | di M |
| A. Management. | V | 7 | 1 | |
| M. Water supply for firefighting | ≥ | - | - | |
| L. Incident Management Systems. | | 7 | | |
| H. Emergency Medical Services. | I STATE OF S | 0.4 | 0.4 | |
| F. Training. | L.C. | - | 1 | |
| | | | 8 | |
| | | 12.36 | 12.2; | 12.1 |
| | | E L | Σ | |
| 0 = Not Relevant 1 = Enables Performance of the Responsibility | R. Conducts and participates in fire drills, classes in firefighting, EMS, Hazardous Materials, and other emergency service related subjects on s daily basis to ensure | F. Supervises the proper development of an adequate water supply when ordered to do so or fire conditions dicate. | M. Leads subordinates in returning places that have been involved in an emergency incident to a reasonably safe condition. Checks for structural damage, evaluate the safety of untilities, and assure the continual operation of fire protection equipment such as fire alarms and sprinklers. | confille fulfing for the effort at Cobservant in order to detect evidence of arson and to protect the scene of any suspected arson incident. |

| A. Management. K. Safety Accident Prevention. G. Building Construction. E. Fire Alarm and Fire Company Communications. B. Municipal Fire Protection. | K G E 8 14.78 14.69 12.75 1 | 1 1 | | 0 0 0 | 1 0.8 | 1 1 0.4 0.4 | 0.8 0 0 0 | |
|--|--------------------------------|-------|--|-------|-------|-------------|-----------|--|
| L. Incident Management Systems. M. Water supply for firefighting | L M | 0.8 | | 0 | 4.0 | 0.8 | 0 0 | |
| H. Emergency Medical Services. | т 1807- | 7- | | 0 | 0.2 | 0.8 | 0 | |
| F. Training. | Ш. | . — | | 0.6 | - | 1 | 0.4 | |
| | | 12.09 | 1166 | 11.84 | 11.54 | 10.26 | 9.06 | |
| | 65000 | | ************************************** | 1 1 | | 1 1 | ļ | |
| | | ᅩ | # 13 | EE | ဟ | > | 11 | |



| A 1. Rules and Regulations. A EMS First Responder Protocols A 5. HMRT First Responder Protocols | A1 A4 A 18.39 16.22 11. | 1 | | | | 7 | _ |
|---|----------------------------|---|--|--|--|--|---|
| A.3. Orders and Bulletins P. S. Standard Operating Guidelines. | A 18. | | | | | | |
| J. Labor Relations D. Arcraft steam and rescue T. Abundapal Proguetingst | | | | | | | |
| BASIC KNOWLEDG 2.9P.1". C. Private Fire Protection. | C 8.27 | 9.0 | .51 0.2 | | 38.4 | 9.0 | 94 0.8 |
| | Cities | E 21.8 | A 21.5 | 18A - 21 | 19. | U 18.99 | D 18.94 |
| 0 = Not Relevant 1 = Enables Performance of the Responsibility | ESPONSIBILITIES | E. Responsible for the safety of HFD members during the performance of assigned duties. | A. Supervises the emergency response of their assigned apparatus to ensure safe and timely response to alarms. | A Hamtains proper soffing for all paratus assigned to their stations | BB. Reports staffing level to the appropriate superior officer in a timely manner: | U. Maintains a high level of preparedness through knowledge and skills to deal with all possible types of emergencies. | D. Provides first-line supervision of probabtionary fire fighters, fire fighters, and engineer/operators involved in the mitigation of emergencies. |

| A 2. Standard Operating A 2. Standard Operating Guidelines. A 1. Rules and Regulations. B 2. A 1. Rules and Regulations. B 3. A 2. Standard Operating. C 4. EMS First Responder. C 5. A 5. HMRT First Responder. C 6. A 5. HMRT First Responder. C 7. A 5. HMRT First Responder. | | | | | | |
|--|---|---|---|--|---|--|
| C. Private Fire Protection. L. Labor Relations D. Aircraft creati and resort P. D. Aircraft creati and resort B. Aircraft creati and resort B. Aircraft creati and resort B. Aircraft creating a | | 0.8 | 0.2 | 9.0 | 0 | 1 |
| BASIC KNOWLEDGE OF C. F. | 18.66 | 18.54 | 17.60 | 17.17 | 16.93 | 16.62 |
| | U | В | သ | × | 00 | 壬 |
| 0 = Not Relevant 1 = Enables Performance of the Responsibility | C. Sizes-up the scene at emergency medical calls, as a first responder, in order to begin providing needed emergency medical intervention to mitigate the problems encountered within the HFD quidelines. | B. Sizes-up the scene of fire situations in order to employ proper tactics needed to mitigate the problems encountered. | CC. Maintains the station Captain's log while on duty and log any pertinent information about the current day's activities. | X. Communicates all pertinent information about matters that occurred, while on duty, to one's relief member at the next shift change. | DD. Maintains the personnel records of members assigned to their station and shift. | HH. Educates self and subordinates to perform duties and responsibilities of the next higher rank. |

| A A 1. Rules and Regulations. | 468 18.67 18.61 18.39 16.22 11.43 | | | | |
|---|---|--|--|---|--|
| BASIC KNOWLEDGE SET: C. Private Fire Profection. Di Micrait crash and rescree | Cuticalities 8.27 7.03 5.42 16.29 | 16.06 | 15.43 | 15.25 0.2 | 14.60 0 |
| | \ \ | ඉ | 99 | Ι | 0 |
| 0 = Not Relevant 1 = Enables Performance of the Responsibility | RESPONSIBILITIES V. Completes required reports and forms. | G. Provides leadership in the proper placement of hose lines to ensure an effective fire attack, which will confine and extinguish hostile fires in order to prevent, stop, or lessen the loss of life and property. | GG. Provides counseling and maintains discipline for all subordinate members by enforcing and complying with HFD guidelines, rules and regulation, and all applicable City policies. | H. Provides leadership in performing search and rescue operations, which assist victims who may have become unconscious, trapped, lost, or otherwise unable to escape a hostile environment unassisted. | O. Safeguards all department property from abuse or waste. |

| A A A EMB First Responder A A A HMRT First Responder A A A EMB First Responder A A A E HMRT First Responder A A A E EMB First Responder A A A E HMRT First Responder A A A E EMB First Responder A A A E E E E E E E E E E E E E E E E | | 1 1 | | | | | 0.75 1 |
|--|---|--------------------------------------|--|---|--|--------------------------|--|
| C. Private Fire Protection. | 80 | | 0.4 | 0 | | 0 | 0 |
| A STANS TO THE PROPERTY OF THE | 14.58 | 14.54 | 14.22 | 13.95 | | 13.80 | 13.59 |
| | _ | Z | Z | | | F | 8 |
| 0 = Not Relevant 1 = Enables Performance of the Responsibility | I. Coordinates activities with other responding crews so that teamwork is accomplished and the emergency is brought under control with minimal effort and resources and in the safest way possible. | 7 Assists in training new employees. | N. Conducts overhaul operations to ensure complete extinguishment of fire, make a final search for victims, and save any property that can be saved. | Secures hazardous areas to provide safety for citizens and emergency personnel. | T. Directs and supervises general maintenance work in the upkeep of apparatus, facilities, equipment; and grounds around station; supervise minor repairs; washing and drying hose; washing and drying and testing | apparatus and equipment. | W. Maintains inventories of all station, apparatus, and equipment. |

| A 2. Standard Operating A 2. Standard Operating Cuidelines. A 4 ENS First Responder A 5 Photocols A 6 HMRT First Responder A 7 6 HMRT First Responder | | 7 | | |
|--|---|---|---|--|
| C. Private Fire Protection. | | 0.4 | 0.8 | |
| Section of the sectio | R 134 | F 12.36 | M 1223 | |
| 0 = Not Relevant 1 = Enables Performance of the Responsibility | R. Conducts and participates in fire drills, classes in frefighting EMS, Hazardous Materials, and other emergency service-related subjects on a delity basis to ensure proficiency in HFD Emergency Operations. | F. Supervises the proper development of an adequate water supply when ordered to do so or fire conditions dicate. | M. Leads subordinates in returning places that have been involved in an emergency incident to a reasonably safe condition. Checks for structural damage, evaluate the safety of untilities, and assure the continual operation of fire protection equipment such of size alarms and sprinklers. | as life dailing and ophimics. This identity is a sent and proceed around to project the scene of any suspected around modeling. |

| A 3. Orders and Bulletins: A 2. Standard Operating Cuidelines. A 1. Rules and Regulations. Protocols Protocols A 5 HMRT First Responder | 7. 18.61 1 | 7 | | | | 1 1 | | 1 |
|---|------------------|--|--|--|---|---|--|--|
| C. Private Fire Protection. 12 Labor Relations P. Altgraff, drash and resorts F. Mithinghal Reconstitions Practices | 7 503 - 7 | 0.5 | | 0 | | 0.4 | 0 | 0.4 |
| Perendental View | L | (12.09 | 10 7 11 95 | EE 11.84 | S 11.54 | γ 10.26 | FF 9.06 | Р 8.53 |
| 0 = Not Relevant 1 = Enables Performance of the Responsibility | RESPONSIBILITIES | K. Assumes command at emergencyOperations incidents (Haz-Mat, cave-ins, aircraft emergencies, extrications, etc.) and direct operations according to one's level or training, until relieved by a superior officer. | Assists with any special projections assigned by the Senior Captain and District | sures that the member's Texas s license is current at all times. | S. Supervises and participates in Tactical Evaluation and Assignment Planning (TEAP) of buildings, hydrants, and other structures in fire prevention/planning programs. | Y. Assists in department supervisory and administrative activities. | FF. Reports employee changes of address. | P. Directs assigned apparatus in fire prevention activities as assigned. |